

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 41</p> <p>1 Assurance II position?</p> <p>2 A Yes.</p> <p>3 Q Okay. Which she was in this CSS</p> <p>4 III position for a very short time and then</p> <p>5 she moves to this PQA position, and from</p> <p>6 everything I've looked at, I don't think the</p> <p>7 CSS III position was filled after</p> <p>8 Ms. Groggel left. Do you know whether or</p> <p>9 not it was?</p> <p>10 A I don't think it was.</p> <p>11 Q Do you know why it would not be</p> <p>12 filled?</p> <p>13 A Other than Ms. Stuardi wasn't</p> <p>14 allowed to fill it, I don't know.</p> <p>15 Q Because she was -- she worked</p> <p>16 very hard for a year period to get the</p> <p>17 position open?</p> <p>18 A Yeah.</p> <p>19 Q Ms. Groggel finally moves into it</p> <p>20 in March of '04 and leaves in April of '04</p> <p>21 and then no one else moves into it. So the</p> <p>22 position was only occupied by someone for</p> <p>23 about a month?</p>	<p style="text-align: right;">Page 43</p> <p>1 herself?</p> <p>2 A And I usually try to back them</p> <p>3 up.</p> <p>4 Q I mean just like from this</p> <p>5 letter, it seems to me, looking at it, that</p> <p>6 Ms. Stuardi is able to move people around as</p> <p>7 long as there's a position open and she can</p> <p>8 move this person here and maybe move this</p> <p>9 person down here. If there's a position</p> <p>10 open, did she have that kind of authority?</p> <p>11 MR. TARVER: Object to the form.</p> <p>12 A I'm sorry?</p> <p>13 Q You can answer, if you follow</p> <p>14 what my question.</p> <p>15 A She can move people around. She</p> <p>16 has to have -- she has to actually get</p> <p>17 somebody to say yes.</p> <p>18 Q She has to get somebody like</p> <p>19 Ms. Wilson to say yes?</p> <p>20 A Yes.</p> <p>21 Q If Ms. Wilson says she lets Susan</p> <p>22 make those decisions, she just signs off on</p> <p>23 them, that's okay, also?</p>
<p style="text-align: right;">Page 42</p> <p>1 A Right. And by the -- you know, I</p> <p>2 don't recall what stopped us from filling</p> <p>3 that position. But by the end of that</p> <p>4 summer, we no longer had the position.</p> <p>5 Q By the end of the summer 2004?</p> <p>6 A Yes.</p> <p>7 Q You no longer had the CSS III</p> <p>8 position?</p> <p>9 A We had to give up a position in</p> <p>10 each regional office.</p> <p>11 Q Was that because of budget cuts?</p> <p>12 A I believe it was.</p> <p>13 Q So your job is to try to help</p> <p>14 with the staffing plan and what positions</p> <p>15 are available, not as much the people that</p> <p>16 go into those positions?</p> <p>17 A No. I don't -- I don't usually</p> <p>18 deal very much with the people that go into</p> <p>19 the positions, because the Regional Director</p> <p>20 needs to be able -- or the Regional</p> <p>21 Community Service Director needs to be able</p> <p>22 to hire who they want.</p> <p>23 Q She needs to make those decisions</p>	<p style="text-align: right;">Page 44</p> <p>1 A Well, she's got to get my</p> <p>2 approval, too. I don't remember saying,</p> <p>3 "No, you can't do this." But the fact that</p> <p>4 she didn't do it sounds to me like, you</p> <p>5 know, either I said no or Joy said there</p> <p>6 wasn't the money or Ms. Wilson said no. I</p> <p>7 cannot imagine Susan Stuardi leaving a</p> <p>8 position open when she could fill it.</p> <p>9 Q But she had that ability to move</p> <p>10 people around those positions, as long as</p> <p>11 she got approval from your office?</p> <p>12 MR. TARVER: Object to the form.</p> <p>13 A Right.</p> <p>14 Q Were you also aware that Ms. --</p> <p>15 that there was a Planning and Quality</p> <p>16 Assurance II position opened back in 2002?</p> <p>17 A Yes.</p> <p>18 Q In this Region III?</p> <p>19 A We had one in each region.</p> <p>20 Q Okay. Do you remember Daphne</p> <p>21 Rosalis receiving a PQA position in 2002?</p> <p>22 A If you say that's when it</p> <p>23 happened, I'll agree with you. I didn't</p>

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<p style="text-align: right;">Page 45</p> <p>1 actually meet Ms. Rosalis until considerably 2 later. 3 Q Did you have any input into 4 Ms. Rosalis receiving that position? 5 A No. 6 Q Do you know if anyone was in that 7 position prior to Ms. Rosalis? 8 A It was a new position. 9 Q It was a new position at that 10 time? 11 A Yes. There was a new position 12 made for each regional office. That 13 position did not report to the Regional 14 Community Service Director. It was not 15 under my direct line. 16 Q They worked in that office but 17 they reported to central office? 18 A To central office, to a newly 19 developed office of Quality Enhancement. 20 Q Are you aware that Ms. Blackledge 21 filed an EEOC charge in 2004? 22 A I assume I am. I was copied on I 23 think most of the documents that she sent.</p>	<p style="text-align: right;">Page 47</p> <p>1 from the department, to the Equal Employment 2 Opportunity Commission. You were copied on 3 this and attached to this is one exhibit. 4 This is Plaintiff's Exhibit 98, and let me 5 just ask if you've seen that document 6 before? 7 A I'm sure I have. 8 Q You were copied on it, you 9 probably saw it, is that -- 10 A I agree. 11 Q As far as you know, you didn't 12 play any role in -- let me start over. Do 13 you remember providing any information to 14 the legal department about Ms. Blackledge or 15 her claims? 16 A I do not recall. 17 Q Do you know why you were copied 18 on this document? 19 A I'm the Community Service -- the 20 Director of Community Services. You know, 21 the position is such that they probably 22 would copy on most such things. 23 (Whereupon Plaintiff's</p>
<p style="text-align: right;">Page 46</p> <p>1 Q Okay. Do you know -- are you 2 talking about more recent incidents? I'm 3 trying to talk about a EEOC charge that was 4 filed by Ms. Blackledge in 2004 regarding 5 discrimination in promotions. 6 A I don't recall it, specifically. 7 Q Did you play any role in 8 investigating any EEOC claims Ms. Blackledge 9 made? 10 A I don't believe so. 11 Q Do you recall having 12 conversations not -- I'm not trying to ask 13 what you discussed, but any conversations 14 with the legal department about 15 Ms. Blackledge? 16 A No. 17 (Whereupon Plaintiff's 18 Exhibit Number 98 was marked and 19 attached to the deposition.) 20 BY MR. WILSON 21 Q I will mark this as Plaintiff's 22 Exhibit 98. This is a document signed by 23 Ms. Rebecca Luck, who is here with us today</p>	<p style="text-align: right;">Page 48</p> <p>1 Exhibit Number 99 was marked and 2 attached to the deposition.) 3 BY MR. WILSON 4 Q I'll mark this as Plaintiff's 5 Exhibit 99. Two pages, Community Service 6 Specialist III interview questions. Have 7 you seen that document before? 8 A Actually, I don't think so. I 9 may have. I don't object to them, but 10 that's not -- you know, I've never 11 interviewed anybody for a Community Service 12 Specialist III. 13 Q And do you know whether the 14 interviewers are usually provided with a 15 list of questions? 16 A Oh, yes. 17 Q And does that appear -- does like 18 -- that appears to be a list of interview 19 questions for that CSS III position? 20 A It's not a standard list, but 21 this looks like -- yes, this would be an 22 appropriate set of questions for a Community 23 Service Specialist III.</p>

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